

The Gant County Fiscal Court met in Special Session on Monday, January 10, 2005, at 7:00 P.M. at the Grant County Courthouse in Williamstown, Kentucky 41097, with Richard Austin, Magistrate 1<sup>st</sup> District, Absent; Patricia Conrad, Magistrate 2<sup>nd</sup> District, Present; Kenny Messer, Magistrate 3<sup>rd</sup> District, Present, and Hon. Darrell Link, County Judge/Executive, Present and Presiding.

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Magistrate Messer opened in prayer. Judge Link then led in the Pledge of Allegiance. Those present were: James Perkins, Sheriff Randall Middleton, County Clerk Judy Fortner, and Tom Schomaker, Rob Hans, Jarrod Stanley and Bill Madden with the Kentucky Transportation Cabinet, District Six. Judge Link updated on the Additions to the Agenda. He added the Annual Report of the Building Inspector for 2004, the Coroner's Report for July-December 2004, and a Request of the Sheriff's Department to hire one additional employee.

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Motion of Patricia Conrad and seconded by Kenny Messer it is hereby ordered to approve the minutes of the December 20, 2004, meeting as presented.

The following votes were taken: Richard Austin, Magistrate 1<sup>st</sup> District, Absent; Patricia Conrad, Magistrate 2<sup>nd</sup> District, votes Yes; Kenny Messer, Magistrate 3<sup>rd</sup> District, votes Yes; and Hon. Darrell Link, County Judge/Executive, votes Yes.

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Judge Link recognized the guests present and asked if anyone who was not on the Agenda already wanted to address the Court. No one did.

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Judge Link presented for review and approval the Claims in the General Expense Fund, Road Fund, and Jail Fund for the month of January, 2005, along with the transfers needed to pay said claims. He asked if there were any questions about them.

Motion of Kenny Messer and seconded by Patricia Conrad it is hereby ordered to approve Claims No. 01-0753 thru 01-0795 in the amount of \$182,393.82 paid out of the General Expense Fund; Claims No. 02-0266 thru 01-0296 in the amount of \$19,807.69 paid out of the Road Fund, and Claims No. 03-1416 thru 03-1420 in the amount of \$16,686.55 paid out of the Jail Fund, for the month of January, 2005, along with the transfers needed to pay said claims, as presented.

The following votes were taken: Richard Austin, Magistrate 1<sup>st</sup> District, Absent; Patricia Conrad, Magistrate 2<sup>nd</sup> District, votes Yes; Kenny Messer, Magistrate 3<sup>rd</sup> District, votes Yes; and Hon. Darrell L. Link, County Judge/Executive, votes Yes.

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Judge Link welcomed Rob Hans, Tom Schomaker, Jarrod Stanley, and Bill Madden with the Kentucky Department of Transportation, District Six, who were present to give their Recommendations for the 2005-2006 Rural Secondary Road Program for Grant County and to get the Court's Recommendations. They presented a map of Grant County, along with a list of their recommendations. They are as follows: The list showed that there were 85.8 miles of Rural Secondary Roads in Grant County and that the Tentative Allotment is \$626,600.00 for this coming fiscal year. From that figure \$293,500.00 is set aside for routine maintenance and traffic, and \$3,862.00 is set aside for County Administrative expenses, leaving a balance of \$329,238.00 for road improvements. He then reviewed the following as their Recommendations: (1) resurface Chipman Ridge Road (Ky. 2937) from Ky. 22 to Reed Kinman Road a distance of 4.850 Miles at an estimated cost of \$123,472.00. He said the last time it was resurfaced was 1996 and the traffic volume is 210 vehicles per day; (2) resurface Knoxville Road (Ky. 467) from Ky. 22 to the Pendleton County Line a distance of 4.482 Miles at an estimated cost of \$169,311.00. The last time this road was resurfaced was 1997, and the traffic volume

averaged 2,907 vehicles per day; (3) resurface Owenton Road (Ky. 330) from Interstate 75 to U.S.25 a distance of 1.436 Miles at an estimated cost of \$80,229.00; (4) resurface and Pipe Replacement to Owenton Road (Ky. 330) from the Owen County line to Interstate 75 a distance of 1.817 Miles at an estimated cost of \$73,801.00, which would make an overrun of \$117,575.00. He then asked for the Court's concurrence on these Recommendations, or for any Recommendations they may have. Judge Link asked about the Knoxville Road Project. It says Ky. 22 and shouldn't it say Ky. U.S. 25 as it starts at the Dry Ridge Lumber and runs to the Pendleton County line. If that is the case the Ky. State Department has contracted out the Bypass and it will have somewhat of an impact to any resurfacing, meaning some of that is going to be new and already accomplished, and would you really start at the point where that ends out there on Knoxville Road as opposed to Ky. 22 or Ky. U.S. 25 which would actually give back a little bit of mileage. Rob said that the section from U.S.25 to where the bypass comes in there is a section that would not be resurfaced with this Project. It would be tied into the bypass and you go from that section on, so, yes, there is a small amount of mileage that would be taken from the total mileage. Judge Link said the communication he received, all be it not in writing, the District Engineer had called, and during the course of building that Bypass there must have been some dialogue between the City of Dry Ridge and District 6 about possibly giving up that crossing there, and it had been potentially identified that it was going to be closed, and then he was not sure if someone said "Well, I don't know about that, let's keep it open" because you are building a new grade crossing South of it, and he believes that it was Sam Beverage who was there in place prior to David, that had suggested, "Well you know if the City wants to keep that

crossing open, and he asked me specifically “Does the City know they are going to have to maintain it?”, indicating to me that you all were going to give up maintenance on that crossing or a portion thereof and was going to transfer that to the City. Judge Link told him he could pass that on to the City Mayor, but that he needed to have some dialogue with the Mayor. Mr. Schomaker said there needs to be some discussion about that crossing because there are three crossings that they agree with the Railroad that needs to be closed in conjunction with Bypass construction, and that is one that is under consideration. There is no final decision made on that but he thinks it is a prime candidate. Judge Link said that these are things on his mind that indicates that we need to possibly revisit everything that is going on there at the Knoxville intersection. Judge Link said that means we are scheduled to close the crossing on U.S. 25 which would be the one main crossing, the one at Dana Corporation, and he heard from Royce Adams that they may not close that one, so we are losing control of closing three crossings. They agreed that we need to get a handle on these crossings and what is going on with them. They know that there were three that were to be closed and two of them were pretty well set, and the options were the Assembly Church Road, or 467, and they heard the county wanted to keep Assembly Church Road open. Judge Link stated that no one had ever come to the county and obtained permission to close Assembly Church Road. He said that David had come out a couple of times over the last month or so, and Judge Link told him the county would remain open to it potentially being closed, but if that should happen, there has to be some improvements made at the Northern end of Assembly Church Road. Currently it is on a grade, a very steep grade, and we have farmers who pull trailers out of there who can not stop at the stop sign, nor can they turn

left out of this road, and buses can't navigate to the left. They have to turn right and go down to the Food Center and turn around and come back, so what the county has advocated all along is if it is paramount that that southern crossing on Assembly Church Road be closed then we are requesting the State to step in and add a change order to the whole bypass issue and correct that northern end of Assembly Church Road. That is very verbatim dialogue that Judge Link had with David the other day, and he told him he would look into that. Judge Link informed them that he did not want anyone to drop the ball at District 6. They said that they were aware of some of this conversation. Again more conversation was held on the ones to be closed. Magistrate Conrad reiterated she felt they were talking about Knoxville Road crossing, the Dana Crossing to the Dry Ridge Industrial Park and the first Assembly Church Road Crossing. They said there was one other one, and Judge Link said that should be the one on U. S. Highway 25. Mr. Schomaker said it was his understanding that Knoxville Road would stay open and that Assembly Church Road and Dana and U.S. 25 were at one time discussed as the three crossings to close, but he feels that all should get together to discuss this and agree which are to close. All agreed that this needs to be done. They said that the Railroad Company does not care which ones are closed, but they want three closed. Judge Link said that he is not real happy with the Railroad right now anyhow. He wants to throw rocks at all of their trains. All of those bridges South of here need to be provided with some maintenance. We are just catching havoc over those Railroad bridges. It was stated by Mr. Shomaker that the Railroad Company could be a better neighbor and Judge Link agreed. He thanked them for being here. He mentioned that Knoxville Road has a painted yellow centerline and he said that Chipman Ridge Road looks like one of our

county roads. It is pretty dark out there and he was wondering if they could possibly paint a centerline on it, but if not, would it be possible to get them to paint white lines on the edges as we do on our county roads. Their policy for putting a centerline on a road is that it must be 20 feet wide. Chipman Ridge Road averages 15 feet. They usually put a centerline in first but they must be between 16 and 20 feet. Mr. Schomaker said they will look into it. Judge Link said the problem we are encountering is, and many other counties in rural Kentucky are also, we are having so many new people move into our geographic area, and they are accustomed to centerlines, stop lights and all the things that they have in Northern Kentucky, and their expectation is that will be in place here, so they are just hammering that "I drove down Chipman Ridge Road. It is a State Highway, low and behold there is a cow in the road". Well, that is our experience here. There are cows in the road out here, but with some lines, it tends to keep those people on the right side of the road. Mr. Schomaker said they would not mind doing it, but they do have policies, but they will look into it. Magistrate Conrad commented that we had done this on some of our county roads and people really appreciated it and it made it so much easier to see at night and to know where the edges of the road are. They said they would look into it to see what they could do. Magistrate Messer asked them if they had a preference as to which crossings are closed, from the traffic flow etc. Mr. Schomaker said he personally had no preference at all and he does not know if the Department has a preference. One of the other men made some comments regarding the traffic signals and said he does prefer getting rid of the Knoxville Road crossing. Judge Link said that from a logistical standpoint, and the County Attorney could argue on his own because he lives out there, but from a logistical standpoint you have a traffic device there and people

actually have to stop on the other side of those tracks. That means when it turns green they have X amount of feet that they have to get to even before they get up under that traffic device, and sometimes it makes it very difficult to dump all that traffic out or they are in the process and it turns yellow and all of a sudden you have people stopped potentially there on the Railroad crossing, so from a logistical standpoint given that they are going to have so many other exits and options to get out of Knoxville Road and it is dumping into a congested area, he would take a good look at it. Magistrate Messer said he would like to see the Highway Department fight to close it, and Magistrate Conrad said she too would love to see it closed. She has been living in Dry Ridge for a long time and using that crossing for longer than she cares to say. She explained that when you have to take your kids to school and buses have to cross there it is just not the ultimate thing to do. It is a traffic nightmare sometimes, and she would love to see it closed. Judge Link also stated that Magistrate Conrad is the Magistrate in this District and her voice certainly should be heard. Ed Lorenz, County Attorney, stated that he did not care if it was closed or not, but asked if a light will be put up at the new crossing. There is already a crossing signal at the new Stewart Road Crossing. They said right now there are no plans to do that. Once the bypass is open and the traffic gets its new pattern they may have to look at that. Mr. Lorenz said that if they were they were really creating a light.... the Knoxville Road light at peak traffic hours and sometimes not peak traffic hours, gets a backup. If you are planning on adding another light with a stop sign there, it gets backed up quite a bit already, and if you plan another light, you are going to have another light within several hundred yards. Magistrate Messer asked, "No lights at all, no Cautions, Just Stops?" They said "Right now, just stops on Stewart Road". Judge Link

said we have to keep in mind right now we just have one entrance/exit and that is the Knoxville Road intersection. After it is potentially closed and the other one that you are calling Stewart is open, you still have two other ways to get out, North and South, that most of the people are going to be using unless they are going over to the Middle School or Grade School, and it is going to dump out at Stewart, he would think. Mr. Lorenz said that is where he perceives the problem to be, is that they are going to come out at School, at school hours, that is going to be the main access to get across that track. They are going to come up North on U. S. 25, and if they have to go East of the Railroad track, that is the way they are going to go, and then reverse in the morning, and that is where you are going to get your gridlock. Again he said if you are going to have 2 lights you are going to have problems. Magistrate Conrad asked if there was a tentative date on when the Bypass would be open. Judge Link said the last information he received which was about two months ago, was at that point, that time next year, so he feels it is ten months away. He said this is pretty much what he was told, that it would be about another year away before everything is completed because of the construction that needs to be completed in Dry Ridge near Wal Mart. That has been pretty much stopped and on hold. He does not know if it is a result of contractors, or a result of the fact that the Transportation Cabinet is working on a day by day cash basis. He is sure there are a lot of variables that go along with that answer. Magistrate Messer asked about the work and who it was being done by, and Judge Link said it was being done by the State. After further discussion the following Motion was made.

Motion of Kenny Messer and seconded by Patricia Conrad it is hereby ordered to concur with and accept the Recommendations presented by Rob Hans, Kentucky Department of



Transportation, as prioritized in said discussion for the 2005-2006 Fiscal Year Rural Secondary Road Program for Grant County, Kentucky, they being Chipman Ridge Road (Ky. 2937) beginning at Ky. 22 to Reed Kinman Road, Knoxville Road (Ky. 467) from Highway 25 to the Pendleton County line, and the remainder to be carried over to Owenton Road (Ky. 330).

The following votes were taking: Richard Austin, Magistrate 1<sup>st</sup> District, Absent; Patricia Conrad, Magistrate 2<sup>nd</sup> District, votes Yes; Kenny Messer, Magistrate 3<sup>rd</sup> District, votes Yes; and Hon. Darrell Link, County Judge/Executive, votes Yes.

Judge Link then asked if the Court had any other things they would like to address, and said we have always had a great partnership with District Six and really appreciated the work that they all do for us, especially former District Engineers Joe Kearns, Sam Beverage, David Jones and Charlie, and he looks forward to working with Mr. Schomaker. Magistrate Conrad asked that they try to get the work in Dry Ridge completed as quickly as possible.

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Judy Fortner, Grant County Clerk, was present to present her Office Budget for Calendar Year 2005, and to also present her Salary Budget for Deputy County Clerks for Calendar Year 2005. They are as follows: Discussion was held on her statement and explanation attached.

Motion of Patricia Conrad and seconded by Kenny Messer it is hereby ordered to approve the Office Budget of Judy Fortner, County Clerk for Grant County, Kentucky, for Calendar Year 2005, as presented, and to also approve the Annual Standing Order setting the Salaries for the Deputy County Clerks of Grant County, Kentucky, in the Maximum amount of \$345,328.63, for Calendar Year 2005, as presented by Judy Fortner, Grant

County Clerk, said amount to include all salaries and fringe benefits.

The following votes were taken: Richard Austin, Magistrate 1<sup>st</sup> District, Absent; Patricia Conrad, Magistrate 2<sup>nd</sup> District, votes Yes; Kenny Messer, Magistrate 3<sup>rd</sup> District, votes Yes; and Hon. Darrell Link, County Judge/Executive, votes Yes.

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Randall Middleton, Sheriff of Grant County, Kentucky, was present to present his Office Budget for Calendar Year 2005, and to also present his Salary Budget for all Deputies for Calendar Year 2005. They are as follows: Sheriff Middleton gave an explanation regarding Revenues and Expenditures for his office. He also said that he plans to ask the Cities of Dry Ridge and Crittenden for more funding to help offset some of these expenditures. He also said that they plan to apply for as much grant money as possible. General Discussion was held.

Motion of Patricia Conrad and seconded by Kenny Messer it is hereby ordered to approve the Office Budget of Randall Middleton, Sheriff of Grant County, Kentucky, for Calendar Year 2005 as presented, and to further approve the Annual Standing Order setting the Salaries for the Deputy Sheriffs of Grant County, Kentucky, in the Maximum amount of \$1,225,000.00 for Calendar Year 2005, as presented by Randall Middleton, Sheriff of Grant County, Kentucky, said amount to include all Salaries, State Incentive Pay and Fringe Benefits.

The following votes were taken: Richard Austin, Magistrate 1<sup>st</sup> District, Absent; Patricia Conrad, Magistrate 2<sup>nd</sup> District, votes Yes; Kenny Messer, Magistrate 3<sup>rd</sup> District, votes Yes; and Hon. Darrell Link, County Judge/Executive, votes Yes.

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Judge Link presented for review the Road Supervisor's Report for December 2004. No action is required. He also informed the Court that Eagle Tunnel Road is closed due to the bridge caving in, and stated that it is a muddy mess. Charlie Hearn, Road Supervisor,

has been keeping an eye on it, and the Railroad Company has said that they will clean up the area when the road is repaired. He also presented for review the Building Inspector's Report for December 2004. No action is required. He also presented the Building Inspector's Yearly Report for 2004 and gave a general update on it. No action is required. He also presented the Coroner's Report for July thru December 2004. No action is required. Some discussion was held on the number of fatalities during 2004, and Sheriff Randy Middleton said that he estimates over a dozen, but he would gather that data from the Kentucky State Police. All reports are as follows:

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Judge Link presented for review the Request of Sheriff Randy Middleton to approve the Appointment of one Deputy Sheriff, Kevin J. Burke, at a salary of \$28,500.00 plus the KLEFPF pay, effective January 24, 2005. It is as follows: Sheriff Middleton stated that Mr. Burke is presently employed with the Owen County Sheriff's Department and is fully trained already and would not need additional training. He also stated that there is a possibility that he may lose two Deputies in the near future. Judge Link informed the Court that this is about a \$70,000.00 hire for this budget. Internally they can handle about \$10,000.00, but the most of it would have to be put in by Fiscal Court thru transfers from other areas to the Sheriff's budget, so he can hire this person. If he has two to leave that would create a void and put in some revenues within his budget but if they don't leave that will mean a transfer to his budget to care for him. He explained that we do have it because Carol Beth Courts left and those funds are lying there unused, and Judge Link stated that he approves this request and asks the Court to also approve it. Motion of Patricia Conrad and seconded by Kenny Messer it is hereby ordered to approve the Appointment of Kevin J. Burke as Deputy Sheriff for the Grant County Sheriff's

Office at a salary of \$28,500.00 plus KLEFPF pay effective January 24, 2005, as requested by Sheriff Randy Middleton.

The following votes were taken: Richard Austin, Magistrate 1<sup>st</sup> District, Absent; Patricia Conrad, Magistrate 2<sup>nd</sup> District, votes Yes; Kenny Messer, Magistrate 3<sup>rd</sup> District, votes Yes; and Hon. Darrell Link, County Judge/Executive, votes Yes.

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Judge Link presented for review and approval the Appointment of Charles Hearn to serve as Road Supervisor for Grant County, Kentucky, at the Current Salary “at will” for an indefinite time but no longer than 2 Years. It is as follows: He explained that Charlie is nearing his retirement age and this will put him pretty close and he feels that at the end of this time he will be ready to retire.

Motion of Kenny Messer and seconded by Patricia Conrad it is hereby ordered to approve the Appointment of Charles Hearn as Road Supervisor for Grant County, Kentucky, to serve “at will” for an indefinite time but no longer than 2 years, as presented.

The following votes were taken: Richard Austin, Magistrate 1<sup>st</sup> District, Absent; Patricia Conrad, Magistrate 2<sup>nd</sup> District, votes Yes; Kenny Messer, Magistrate 3<sup>rd</sup> District, votes Yes; and Hon. Darrell Link, County Judge/Executive, votes Yes.

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Judge Link presented for review and approval the Appointment of Carl King to serve as a member of the Grant County Board of Adjustments for a 4 Year term, effective January 20, 2005, and to expire on January 19, 2009. It is as follows: He stated that Carl has been doing a good job and is willing to remain on the Board.

Motion of Patricia Conrad and seconded by Kenny Messer it is hereby ordered to approve the Appointment of Carl King to serve as a member of the Grant County Board of Adjustments as presented.

The following votes were taken: Richard Austin, Magistrate 1<sup>st</sup> District, Absent;

Patricia Conrad, Magistrate 2<sup>nd</sup> District, votes Yes; Kenny Messer, Magistrate 3<sup>rd</sup> District, votes Yes; and Hon. Darrell Link, County Judge/Executive, votes Yes.

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Judge Link presented for review and approval the Re-appointment of Paula Jones to serve as a member of the Grant County Public Library Board for a 4 Year term, retroactive to June 30, 2004, and to expire on June 30, 2008. It is as follows: He gave an explanation as to how recommendations for these Board members are initiated. The Library Board submits names to the Kentucky Department for Libraries and Archives and then they submit a letter with two names for consideration to the Judge/Executive, and then the Court approves of the Appointment. He sated that Paula had been appointed to fill out the former appointees position, and that she was doing a good job.

Motion of Kenny Messer and seconded by Patricia Conrad it is hereby ordered to approve the Re-appointment of Paula Jones to serve as a member of the Grant County Public Library Board as presented.

The following votes were taken: Richard Austin, Magistrate 1<sup>st</sup> District, Absent; Patricia Conrad, Magistrate 2<sup>nd</sup> District, votes Yes; Kenny Messer, Magistrate 3<sup>rd</sup> District, votes Yes; and Hon. Darrell Link, County Judge/Executive, votes Yes.

Judge Link commented that with Barbara Caron being over there now he feels things have really turned around at the Library as he continues to get flattering comments from people every day. It seems that all have a very cooperative spirit, the employee attitudes are good, and he feels that things are running great at the Library. Magistrate Conrad said that she went to the Library one night and everyone was in their Pajamas and having a good time. Cheryl Clemons was in her pajamas and was reading a book on the Polar Express story to the kids and they were all just having a great time. She also feels that things have turned around. A lot of people come over there just to use the computers,

and the Library is a real asset to our community. She said the employees work really hard and she agrees it is a different place.

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Judge Link presented the County Treasurer's Quarterly Financial Report for July thru December, 2004, which is actually two quarterly reports combined. No action is required. He said that it looks like the Jail is running ahead on the Disbursements, spending money that they don't have. Revenues predicted appear to be there and the county contracts appear to be on track for State contracts, but only one sixth of the receipts appear to be there from the Federal Government. They are down on Revenues but up on Expenses. He also said that Randy's revenues are on track from the cities. He has probably turned in money that doesn't show up on this Report in regards to fees. Randy had mentioned over \$500,000.00 and this report only shows \$100,000.00 and he said there is probably some catch up that is going to take place there. He said that in the General Fund everything is appropriate there. Revenues came in as was identified and expenses have gone out a lot much slower than a lot of people like, but we appear to be on very good track there and we had a considerable amount of unencumbered cash to use also. He suggested the Court review this Report and if they have any questions they can be discussed at the next Caucus meeting. Magistrate Conrad suggested that the Federal Government be contacted also and ask them why we have not received our money. Judge Link reported that he went to NKU today and met with the Governor and had a good conversation, private and public conversation, in regards to tax reform in the State that will probably be in the paper, and he ran into a friend, David McKnight who used to work for Ben Chandler. He said he thinks he will fly to Washington D.C. to meet with Congressman Chandler and Congressman Davis and advocate personally that we get

some very immediate assistance from the federal government pertaining to the Jail, and not only that immediate disbursement of funds which they owe us, but that we also get some equity in the per diem that they are paying. He explained that he has some personal mileage that he needs to spend so he will use his own air fare but will ask the Court to pick up at least one night of hotel and perhaps one dinner where he will be taking the Congressmen to dinner. He is going to try to get this schedule sometime before the end of March. Enough is enough and he thinks it is time. He and the Governor had a great discussion, but he, along with the other County Judges over the 120 counties, have got to get the federal governments attention. They have got to start providing us some assistance.

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Judge Link gave an update on the Parks and Recreation Director's position which is now vacant. Since the first of December he has been reviewing applications by current county employees plus all applications that we have in our application pool without going outside to the general public and soliciting even more. Early on there was a tremendous amount of interest and then it came out in the paper that identified the salary being paid to Jason which he didn't want to happen but it did. Then there was another flurry of interest and he said that he had made up his mind that he was going to look at everybody prior to that coming out because he knew they would be seeking employment and seeking that job for the right reason, not so much that Jason was making \$32,500.00 per year, but the fact that we had an opportunity to improve the quality of life for people of all ages in that position that they trust people on a daily basis, and that we need somebody with a good work ethic and someone that was very organized and that we would be assured that they would do that job and bring all their strengths to the table which we possibly have

not had in the past. He said he had some very good candidates and would have been blessed to bring the Court the top three or four, but we only have one position to fill. He stated that he interviewed this one candidate three times. She is a member of the Crittenden Baptist Church. She has managed Little League Baseball in the past and has a son on Basketball Teams with teams that go into other counties to play. She has an instant rapport with all parents that are involved with Recreation. She was very articulate and knew what the weaknesses were coming into the interview. She has a Paralegal Degree with 120 hours accomplished in College, and she said from the beginning that being the Manager of Recreation had been a life long dream of hers. She was a former Sunday School Student of his and now goes to the Crittenden Baptist Church and lives on Ky. 491 in Crittenden. Her name is Carol Robbins Greene. She attended Williamstown School and had a story career in basketball. She is the daughter of Bennie Robbins. He said she continued to come back at him, her name, and he conducted several interviews with her. On Saturday he conducted another interview. He said he also interviewed people like her Pastor, and talked to some others on her delivery of things, like scheduling, made sure she was organized, and confirmation just continued to come back as she has that instant rapport. He stated that he has offered her the job at a salary of \$21,000.00 per year and she accepted. He said that one could and perhaps one should question why he offered her this salary. Anytime he has the opportunity to evaluate a salary treatment to a brand new employee he takes into consideration all of the employees we currently have and many are long tenured employees, whether it be Miss Evalene who has almost 30 years down to a person like Connie who has 17 years. You look at these salary treatment and even though they are persons coming in with some experience and



education, you still or at least he does, asks himself “is it fair to those long tenured employees that we bring those employees in at a dollar amount closer to them and I think the answer is No, it is not.” We should get them in line and possibly move them along as quickly as we can as their performance dictates and so that is why he arrived at the amount that he did, and she told him in the beginning the salary was not an issue. He said she asked, and unlike Randy, he gave her that salary. He explained that there will not be a Caucus meeting before they meet again and that is why he is telling them this as he tries to be honest and above board and keep them informed of his honest assessment. He said he told her that he would not give this to the Court tonight because he did not want to surprise them with any information and for them to have to make a spontaneous decision without having the opportunity to do their homework and to ask questions. He did state that he intends to put this on the January 24<sup>th</sup> agenda. He explained that there will be no Caucus Meeting on January 17<sup>th</sup> since it is Martin Luther King Holiday and this is the only opportunity to give this to the Court which is what he has attempted to do. He asked them to prayerfully consider her for this position over the next two weeks and if they had any questions to please call him. She is currently employed at Thompson Globe as Customer Relations Specialist meaning she handles all the calls that come in from customers and handles their complaints and addresses their questions etc. She is a person with a very energetic personality and you can almost hear her smile over the phone. She has a disarming smile and he thinks she will have some diplomacy where she can talk to the public and give them the information they need that will disarm any hostile situation. Magistrate Messer asked about her working with Committees, and Judge Link said she believes in working with Committees and that he had talked to her about that and said

that he already has some people who want to meet with her. He thinks some of what Jason delegated over the last year and half may be because he didn't want to do it or couldn't do it. He said some of that she may bring back in house but she will be 110% involved in the delivery of those services. He cautioned her not to bring so much back in that it would jeopardize her delivery of service. There has to be a balance struck there and he told her that he would not dictate how she would manage all that. She will be able to figure it out as she meets with those people and gets comfortable with those that actually deliver thru the Committees but yet provide them with everything they need. He believes in hiring employees, giving them the tools, and giving them leeway and if you make a good decision, like he will be asking the Court to do on January 24<sup>th</sup>, then everything else should work out and that allows the Court to go out and work on those larger things that they were elected to do. He said he has already talked to her about moving the Church and Senior Citizens Day and he is fully competent she will step up to the plate and take it over and handle it. Magistrate Messer asked if she would use the office at the Park. Judge Link said this would be optional. He suggests that she home base out of the Courthouse since she has access to the rest of us and because the computer network is here. It is a little costly to set up at both locations, however, she could use that as a home away from home at the park as required. He stated that she will not be effective until February 07, 2005, so that she can give Notice to her current employer.

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Judge Link reminded Fiscal Court that there would be no Caucus meeting on Monday, January 17, 2005, and that the next meeting of the Fiscal Court will be on Monday,

January 24, 2005, at 7:00 P.M.

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Motion of Kenny Messer and seconded by Patricia Conrad it is hereby ordered to

Adjourn until Monday, January 24, 2005, at 7:00 P.M.

The following votes were taken: Richard Austin, Magistrate 1<sup>st</sup> District, Absent; Patricia Conrad, Magistrate 2<sup>nd</sup> District, votes Yes; Kenny Messer, Magistrate 3<sup>rd</sup> District, votes Yes; and Hon. Darrell Link, County Judge/Executive, votes Yes.

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GRANT COUNTY JUDGE/EXECUTIVE